

RUSSELL INDEPENDENT SCHOOL DISTRICT
AGREEMENT EMPLOYING SUPERINTENDENT

This Agreement, made and entered into this 14th day of April, 2017, by and between the Board of Education of the Russell Independent School District (hereinafter the "Board"), and M. Sean Horne (hereinafter "Superintendent"), and authorized by action at a lawful meeting of the Board held on the 14th day of April, 2017.

WITNESSETH:

NOW, THEREFORE, the Board and Superintendent, for the consideration herein specified, agree as follows:

IT IS AGREED:

1. TERM OF EMPLOYMENT

Superintendent is hereby hired and retained for a term commencing on July 1, 2017, through June 30, 2021, as Superintendent of Schools for the Russell Independent School District. Prior to June 30 of any year during the term of this Agreement, the Board may elect to provide for an extension of this Agreement pursuant to KRS 160.350(4).

2. DUTIES

The duties and responsibilities of the Superintendent shall be all those duties incident to the Office of Superintendent imposed by the laws and regulations of the Commonwealth of Kentucky and in keeping with Board policy. Other duties and responsibilities as may be needed from time to time may be assigned to the Superintendent by the Board.

The Superintendent agrees to devote the time, skill, labor, and attention necessary to perform well and faithfully the duties of Superintendent and executive agent and professional advisor to the Board, as set out by law, regulation, policy, and this Agreement.

The Superintendent shall furnish throughout the term of this Agreement, and any amendments thereto, a valid and appropriate license, issued by the certification authority of the Commonwealth of Kentucky, to act as Superintendent.

The Superintendent shall neither seek nor accept employment with another school district during the term of this Agreement and specifically agrees to notify the Board should he be contacted by any person, board, agency, district, or entity inquiring of his prospective employment outside of the Russell Independent School District.

3. OUTSIDE ACTIVITIES

Superintendent shall devote himself exclusively to his duties as Superintendent except as noted herein.

The Superintendent and Board recognize the advisability, and on occasions the necessity, of the Superintendent to attend seminars, courses, professional training sessions required by law, and programs conducted or sponsored at the local, state, or national levels. It is understood and agreed that the district shall permit a reasonable amount of time for the Superintendent to attend such meetings, for the Board to pay for necessary fees and travel and subsistence expenses as may be approved by the Board or stipulated in the annual budget, or as may be set forth in local Board policy. This provision shall be limited to seminars, courses, or programs that would be for the benefit of the Russell Independent School District. The Board shall have ultimate discretion in determining the Superintendent's attendance and the amount of money to defray reasonable and necessary travel and expenses.

However, if the Superintendent elects to attend any function, meeting, seminar, or program wherein he is compensated as a lecturer, consultant, or for such attendance, the time involved with such functions shall not be considered as a part of the Superintendent's required

working days and the Board shall not pay the Superintendent's expenses involved with such functions.

4. COMPENSATION

Superintendent's salary shall be One Hundred Twenty Thousand Dollars (\$120,000.00) per school year payable in 24 equal installments. The Superintendent's salary shall not be subject of any district-wide salary adjustments for the District's certified employees unless specifically authorized prior to such adjustment by the Board.

The Board, based upon its evaluation of the Superintendent, may adjust the salary of the Superintendent during the term of this Agreement, provided that in no event shall the Superintendent be paid less than the salary specified above. Any such adjustment of salary made during the term of this Agreement shall be in the form of an amendment to this Agreement. Any such adjustment shall become part of this Agreement, but shall not be deemed that the Board and Superintendent have entered into a new Agreement, nor shall it be deemed that the termination date of the existing Agreement has been extended. Although the Superintendent's salary may be increased at the discretion of the Board, nevertheless, this provision shall not be construed as an expectation by the Superintendent that any such increase will occur. The Board shall, at least on an annual basis, conduct an evaluation of the Superintendent in the month of December or on a date set by the Board.

5. WORKING DAYS AND BENEFITS

(a) Working Days – It is understood and agreed that each school year, from July 1 through June 30 during the term of this Agreement, shall consist of 240 working days. If the Superintendent elects to be away from the job for five (5) or more days consecutively, he shall first seek approval from the Board. Days not worked by the Superintendent shall be noted in the minutes of the next regularly-scheduled Board meeting after said days are taken. Superintendent

shall, upon request, provide the Board with a schedule of actual and proposed workdays for the current year.

(b) The Superintendent shall be entitled to all benefits applicable to twelve month certified employees. Superintendent shall be financially responsible for his health benefits through the District's health benefits program.

(c) Leaves – The Superintendent shall accrue all leave days as authorized by Board Policy for certified employees. Consistent with statutory law, the Superintendent shall be permitted to transfer to the district all sick leave accumulated in Kentucky as of July 1, 2013.

(d) Expenses – The Board shall pay or reimburse Superintendent for reasonable expenses approved by Board and incurred by Superintendent in the continuing performance of his duties under this Agreement, as determined by the Board and according to Board Policy.

(e) Professional and Civic Dues – The Board recognizes the mutual benefits derived by the Superintendent and the Board of the Superintendent's membership in certain professional and civic organizations. The Board agrees to pay dues for the Kentucky Association of School Superintendents (KASS), the Kentucky Association of School Administrators (KASA), and one civic club of the Superintendent's choice.

(f) Superintendent shall be provided a Board owned vehicle for business use within the Commonwealth of Kentucky.

(g) Retirement Benefits – The Superintendent shall have the same retirement benefits as provided certified employees under the Kentucky Teacher Retirement System and as in Board policy. The Board agrees to compensate Superintendent for the annual costs of Superintendent's contributions to the Kentucky Teacher Retirement System based upon the salary of Section 4 of this agreement.

6. TERMINATION OF EMPLOYMENT AGREEMENT

This Agreement may be terminated per the Board's Policy for the following reasons:

- (a) By expiration of its terms;
- (b) Mutual agreement of the parties;
- (c) Disability or death of SUPERINTENDENT; or
- (d) Discharge for cause.

7. BOARD POLICY

The Superintendent's duties and obligations are governed by Board policy, unless otherwise specifically modified hereinabove.

All benefits of the Superintendent are specifically spelled out in this Agreement and override any general policy which might be in existence for other employees.

8. SAVINGS CLAUSE

If, during the term of this Agreement, it is found that a specific clause of the Agreement is illegal under federal or state law, the remainder of the Agreement not affected by such a ruling shall remain in force.

9. MISCELLANEOUS

This Agreement has been executed in Kentucky, and shall be governed in accordance with the laws of the Commonwealth of Kentucky in every respect.

Paragraph headings have been inserted for convenience or reference only, and if there shall be any conflict between any such headings and the text of this Agreement, the text shall control.

This Agreement shall be executed in duplicate originals.